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C O N F I D E N T I A L SECTION 01 OF 02 KINGSTON 002003

SIPDIS

STATE FOR INL/LP AND WHA/CAR

E.O. 12958: DECL: 08/22/2014

TAGS: [PREL](#) [SNAR](#) [KCRM](#) [JM](#)

SUBJECT: NAS DIRECTOR'S COURTESY CALL ON POLICE COMMISSIONER

REF: KINGSTON 01921

Classified By: Charge Thomas C. Tighe for Reasons 1.4 (b) and (d).

[11](#). (U) Summary: NAS Director paid a courtesy call on Jamaica Constabulary Force (JCF) Commissioner Lucius Thomas on August [19](#). The discussion focused on the NAS-funded National Intelligence Bureau (NIB), Law Enforcement Development Advisor (LEDA), and the recruitment of foreign officers. End Summary.

[12](#). (C) Thomas noted that the NAS-funded Law Enforcement Development Advisor (LEDA) is an integral part of his management program. He described the LEDA as someone who brings fresh ideas to the force, and is very effective in capacity building. Thomas acknowledged, however, that the LEDA's no-cost modernization and reform program had been put "on hold" indefinitely as the GOJ does not have the resources to implement it. The restructuring of the Jamaica Constabulary Force (JCF) is an essential piece of the modernization and reform effort. The present structure is not conducive to efficient and effective operations and prohibits accountability of individual and subordinate units within the JCF. Both internal and international reviews have concluded that restructuring of the JCF would be beneficial in terms of efficiency, effectiveness, accountability and enhanced resource management. The proposal involves the elimination of the current five Area Command structures and the establishment of three Regional Commands along existing county boundaries with each region commanded by a deputy commissioner of police. The preliminary restructuring would be comprised of changes in lines of command, control and reporting, accountability and rank structures. Thus, the restructuring may be accomplished without extensive expense.

[13](#). (C) With regards to the NAS funded National Intelligence Bureau (NIB) Advisor, Thomas stated that the NIB Advisor was a stickler for discipline and very professional. While Thomas admitted that the Advisor receives constant "resistance" from some members of the force, he noted that "discipline is what the force needs" at this time in addition to someone who could communicate well. Thomas stated that the NIB Advisor has his full support and should continue to work on vetting of officers. (Note: Although Thomas has voiced his support of the NIB, the unit remains strapped for resources as well as for strong, effective leadership. Ref A). NAS Director requested that the Commissioner visit the NIB to show his support for the Advisor and the Unit, which he agreed to do.

[14](#). (C) In June 2005, the JCF began advertising in the UK, Australia, Canada and the U.S. for four assistant commissioners of police. The advertisements invite applications from serving or retired officers who have held senior command positions. Thomas explained the difficulty in recruiting foreign officers as due to concerns about pay and security in Jamaica. The deadline for applications was July

[15](#). The JCF has received over eighteen applications, mainly from the UK and Canada. The Police Services Commission has interviewed an applicant from the UK and one from Canada. While acknowledging that there are some members of the JCF disgruntled at being "looked over" in favor of a foreign officer, Thomas noted that while there are some good officers in the force, the expertise "just isn't there." One of the foreign recruits will be put in charge of the Professional Standards Branch (PSB), the division responsible for investigating internal corruption, which is currently being lead by Assistant Commissioner of Police Novelette Grant. Thomas pointed out that he is aware that Grant is not pleased by the presence of foreign officers and stated that with encouragement, most officers, including Grant, "should come around." (Note: During an August 17 meeting with Grant, she advised NAS Director that she "had no problem" with the presence of foreign officers but preferred to see JCF Officers going abroad for training, as she herself had done. End Note.) In addition to the PSB, other areas in which the foreign officers will work include the homicide and serious crime division, operations and firearms, and community policing.

[15](#). (C) Comment: While Commissioner Thomas voices enthusiasm and appreciation for both the NIB and LEDA advisors, Post's view is that the Commissioner can do more to support both programs. NAS will urge Thomas to play a more active role in

showing support for the NIB Advisor by making appearances at the Unit and by compelling all officers within the Unit to be vetted. He should also play a more active role in the reform and modernization project by making clear to the Minister of National Security that the project is a big step in the right direction and is needed now. End Comment.
TIGHE